



## Saint Francis HEALTHCARE

December 18, 2025

### **Via Email and FedEx**

WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
PO Box 1087  
Jefferson City, MO 65102  
800.877.8698  
ETT.DWD@dhewd.mo.gov

### **Re: Announcement of Planned Action**

Dear WARN Coordinator:

I am writing on behalf of Saint Francis Healthcare System to give you notice that the Saint Francis Healthcare System Poplar Bluff Operations principally located at 219 and 225 Physicians Park, Poplar Bluff, Missouri will be sold to Big Springs Medical Association, Inc. d/b/a Missouri Highlands Health Care ("Missouri Highlands"). It is possible that this sale will result in a mass layoff or plant closing as those terms are defined by the federal WARN Act. Missouri Highlands will be conducting its own hiring process with respect to the current employees employed at this facility. Employees not hired by Missouri Highlands will suffer a permanent employment loss.

Saint Francis will continue operating at this location until Missouri Highlands is ready to take over operations, which we believe will be on or about January 30, 2026. Employees will continue to receive regular pay and benefits from Saint Francis Healthcare System through February 16, 2026.

Saint Francis does not maintain a system of "bumping rights" whereby more senior employees can take the position of a less senior employee in the event the more senior employee's position is eliminated.

All potentially affected employees have been notified of the sale, have been notified about Missouri Highland's hiring process and have been notified of the potential for a permanent employment loss. While all employees at this facility may be affected, at this time, Saint Francis does not know the specific number of employees who will suffer an employment loss and is unsure whether the federal WARN Act will be applicable.

The total number of employees who could be affected by the sale of this facility is 213. Additional information regarding the job titles of positions that will be affected and the number of affected employees in each job category will be made available upon request.

In addition to notifying the employees, we have also notified Shane Cornman, Mayor of Poplar Bluff of this information.

If you have any questions or want additional information concerning this matter, please contact Jason Snow, Vice President of Human Resources, at 573.331.5557.

Sincerely,

A handwritten signature in dark ink, appearing to read 'J. Snow', with a stylized flourish at the end.

Jason Snow

Vice President Human Resources

cc: The Honorable Shane Cornman (via Email)

